Department of the Army

Directed Automatic Promotion List Integration

What is it?

- **Soldiers in the rank of CPL/SPC will be automatically integrated onto the SGT recommended list. Integration will take place early enough to ensure they are available for promotion to SGT, if selected, upon meeting the following criteria:**
  - **48 months time in service**
  - **12 months time in grade**
  - **Not denied integration by the commander**
  - **Otherwise not ineligible (AR 600-8-19)**

Why the Change?

As the Army executes its Campaign Plan, the demand for NCO promotions is increasing and the number of Soldiers recommended for SSG and SGT is trending downward. Further, the number of MOS which the Army cannot fill to 100% operating strength has been increasing since Sep 03. In 6 of the past 12 months, the Army promoted more Soldiers to SGT than were recommended. This policy provides capabilities to aid the Army in filling vacant Sergeant authorizations. The immediate commander remains central to the successful implementation of this policy.

Why the Change?

- In 1996, over 30% of all eligible SPC were promotable to the rank of SGT.
- In January 2005, that number dropped to 10.6%.
- In March 2005, a total of 31 MOS could not achieve 100% operating strength because no Soldiers were on the SGT recommended list.

Over 92,000 (or about 84%) of the Army SPC are, or have been, deployed in support of OIF/OEF…

Promotion to SGT

- **The fundamental purpose of the enlisted promotion system is to *fill authorized enlisted spaces with the best-qualified Soldiers*. It also provides for career progression and rank that is *in line with potential*, recognizing the best-qualified Soldier that will attract and retain the highest calibe**

Facts

- STAR MOS Vacancies (March 2005)
  - 31 separate MOS (SGT) representing 1,549 vacancies could not be filled
  - 24 separate MOS (SSG) representing 1,155 vacancies could not be filled
- Soldiers on Recommended List
  - April 1996 – 34,635 SPC(P) representing 31.5% of all eligible SPC
  - January 2005 – 10,117 SPC(P) representing 10.6% of all eligible SPC

How is it done?

- **Each month, Soldiers meeting the established criteria for list integration (46 months TIS, 10 months TIG, otherwise not ineligible) will be added to the recommended list with a minimum of 350 promotion points, unless previously denied.**
- **Each month, the commander will receive a suspense date from the servicing Promotion Work Center to deny list integration for Soldiers determined otherwise not trained or otherwise unqualified IAW the provisions of AR 600-8-19. Once denied, the only avenue to become promotable is by a favorable promotion board recommendation.**
- **The only time the announced cutoff score reaches 350 points is when NO Soldiers remain on the list who have been recommended and boarded IAW existing procedures.**
- **Soldiers are only promoted from the Automatic List Integration (ALI) to SGT when their score meets the announced cutoff score and they have seniority over others within their PMOS listed on the ALI. For example, if there are 25 11Bs integrated to the promotion recommended list with 350 pts, and 10 SGTs are needed, only the 10 most senior 11Bs on the ALI will be promoted with 350 pts. Most senior is defined as first TIG, then TIS (based on BASD).**

Questions and Answers

- **Q – What is a STAR MOS?**
  - **A – A STAR MOS is an MOS in which the Army cannot promote a sufficient number of Soldiers to attain 100% operating strength.**
- **Q – Why establish new Army standards for promotion?**
  - **A – We haven't. All existing standards remain in place. Soldiers must be fully qualified IAW AR 600-8-19.**
- **Q – How many promotion points will a Soldier receive if automatically added to the list?**
  - **A – A Soldier will receive the minimum score of 350 points that provides for retention on the list. The intent here is to have these Soldiers in a promotable status. The only time any of these Soldiers would actually get promoted is when, as in the case of STAR MOS, the demand exceeds the normal supply.**

Questions and Answers

- **Q – Why 48 months?**
  - **A – The existing rules provide for a SPC to be fully eligible for promotion recommendation upon the attainment of 34 months service and 6 months in grade – with promotion eligibility at 3 years in service. This change allows the chain of command one full year past the fully eligible point to recommend a Soldier under the existing means – that is by board appearance. Additionally, over 80% of SPC with 4 years of service have reenlisted and are serving on a second or subsequent tour. One other consideration is the average pin-on point for SGT, Army-wide, is 4.3 years of service.**

Questions and Answers

- **Q – How will a commander deny a Soldier's integration onto the SGT recommended list?**
  - **A – Commanders remain an integral part of the process and can block a Soldier from being automatically integrated on the Sergeant recommended list. Each month, the servicing PSB or MPD will provide commanders a roster of Soldiers eligible for automatic integration to the SGT recommended list. Commanders may block automatic integration by informing their supporting PSB/MPD which Soldiers not to integrate (See AR 600-8-19, paragraph 1-26 and 3-28). MILPER messages will be posted monthly to provide updated timelines and guidance. These messages will continue until automated adjustments are accomplished and the standardization of the requirements is published. MILPER Message 05-055 provides current guidance. The only means to remove a Soldier from the list once integrated is to follow the existing procedures IAW AR 600-8-19, paragraph 3-30 (Conduct a Removal Board).**

Questions and Answers

- **Q – How does a Soldier increase their score?**
  - **A – The only avenue to increase promotion points to reflect what the Soldier would otherwise be entitled to is by appearing before the promotion board.**
- **Q – Can a Soldier automatically integrated onto the list get a re-evaluation/promotion point adjustment?**
  - **A – No. These Soldiers are not eligible for any re-computations of points until after promotion board appearance.**
- **Q – How does a Soldier, at a later date, become promotable following denial of automatic list integration?**
  - **Once denied by the commander, a Soldier can only attain a promotable status IAW the existing processes IAW paragraph 3-15, AR 600-8-19. In other words, only by promotion board appearance can a Soldier who was previously denied gain promotable status.**

Questions and Answers

- **Q – Does this change support the findings of the 2002 NCO Army Training and Leader Development Program (ATLDP)?**
  - **A – Yes. The 2002 ATLDP Study findings revealed that the promotion selection process was the second highest concern among NCO – following NCOES. NCO believe promotions are not done fairly (subjective criteria vice objective) and should be more closely tied to meeting performance standards. To that end, an ALARACT message was issued by the Army G-1 in December 2002 that reinforced the prohibition of establishing unit standards for recommending Soldiers to SGT. Soldiers believe they demonstrate ability and potential for Sergeant but they are not recommended.**

Questions and Answers

- **Q – Why not just integrate those Soldiers holding a STAR MOS on the list – why are you including all MOS?**
  - **A generic, Army-wide application of policy is always preferable. As conditions change, there would be no need to, on a month to month basis, keep adjusting the MOS that might be impacted. So, it becomes a matter of practicality.**

- **Q – Do Soldiers integrated onto the SGT list incur a 15-year retention control point?**
  - **A – Yes, the rules outlined in AR 601-280 establish a 15-year RCP for all Soldiers SPC(P) or SGT.**

Questions and Answers

- **Q – Do Airborne Soldiers receive the Airborne Promotion Advantage?**
  - **A – No, all Soldiers, regardless of their additional skills and achievements, receive the minimum 350 points. Any Soldier who wishes to be on the list with the total points they otherwise would have been entitled to must appear before the promotion board.**

- **Q – Does this change impact SSG promotion?**
  - **Not at this time, but an ongoing analysis may support expanding this process to SSG promotions. At this time, the new policy pertains to promotion to SGT. The Army will continue to monitor readiness and reserves the right to adjust policies as deemed appropriate.**

Additional ALI Information

- **A Soldier cannot deny themselves ALI so that they will reach their 10 year RCP.**
- **Commanders cannot disadvantage a Soldier based on a short fused recommendation for a Soldier to appear before a board, i.e. 4 day notice. Reminder, promotion board recommendations must be made IAW AR 600-8-19, paragraph 3-13d.**
- **A command cannot deny a Soldier promotion after recommending integration, unless Soldier is ineligible for that promotion (IAW AR 600-8-19, paragraph 3-28).**
- **There is no longer a requirement to validate promotions under this program with a weapons qualification and APFT. The only validation is to ensure that the Soldier is eligible at the time for promotion.**
- **Posthumous promotions can be accomplished provided the Soldier is on the recommend promotion list prior to death.**
- **Units with Soldiers in this category that are list integrated and subsequently selected for promotion, must accomplish the E-5 promotions the same way it is currently being accomplished, i.e. PWC publishes promotion orders and EDAS promotion transaction.**

Who to call…

Questions regarding implementation and procedures for this policy should be directed to:

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